

# Fasaxa Bukaanka lacagta La bixiyo

Saamnta Qorshaha 1433



Qorshaha 1433, kaas oo ay ansixiyeen cod bixiyayasha Washington gudaha dayrta 2016, waxa uu ka koobanyahay isbeddelada koowaad ee sharciyada gobolka:

- **U baahan loo shaqeyayaashu inay siiyaan fasaxa bukaanka lacagta la bixiyo** badan shaqaalaha laga bilaabo Janaayo 1, 2018.
- **Kordhisaa mushaharka ugu yar dhowrka** sanadoo ee soo socda.
- **Xaqiijisaa tilmaamaha iyo kharashyada adeegyada** oo la siiyo shaqaalaha habboon.
- **Ka ilaalisaa shaqaalaha aargoosiga** marka lagu dhaqmayo xuquuqdooda hoosta Minimum Wage Requirements and Labor Standards Act (Shuruudaha Mushaharka ugu Yar iyo xeerka Heerarka Shaqada).

## Shuruudaha fasaxa bukaanka lacagta la bixiyo

Laga bilaabo Janaayo 1, 2018, loo shaqeyayaasha Washington waxaa looga baahan doonaa inay siiyaan badanka shaqaalahooda fasaxa bukaanka lacagta la bixiyo.

**Diyaar garow hadda!** Ku soo biir wixii cusub ee ku saasab shuruudaha cusub, tababarka loo shaqeyayaasha iyo wax badan:  
[www.Lni.wa.gov/Main/Listservs/WRWageHour.asp](http://www.Lni.wa.gov/Main/Listservs/WRWageHour.asp)

## Waxyaabaha ku kordha

- Shaqaalaha badankooda waa inay ku biirsadaan fasaxa bukaanka lacagta la bixiyo qiimaha u hooseeya saacadiiba ee fasaxa bukaanka lacagta la bixiyo 40 saacadood ee kasta ee la shaqeeyo. Tan waxaa ka mid ah wakhtiga nuska shaqo ah iyo shaqaalaha xiliyeed.
- Fasaxa bukaanka lacagta la bixiyo waa in la siiyo shaqaalaha iyaddoo ah magdhowga saacad laha ah ee caadiga ah.

- Shaqaalaha waxay xaq u leeyihiiin fasaxa bukaanka lacagta la bixiyo oo is biirsaday laga bilaabo maalinta jadwalka taariikhda 90naad ka dib bilowga shaqadooda.
- Fasaxa bukaanka lacagta la bixiyo ee 40 saacadood ama ka yar waa in loo gudbisto sanadka soo socda.
- Loo shaqeyayaasha waxaa loo oggolyahay inay shaqaalaha siiyaan gudbin badan oo deeqsino leh iyo xeerarka biiriska.

## Isticmaalka

Shaqaalahu waxay isticmaali karaan fasaxa bukaanka lacagta la bixiyo:

- Si ay nafahooda u daryeelaan ama xubnaha qoyskooda.
- Marka goobta shaqada loo shaqeyaha ama dugsiga ilmahooda ama meesha daryeelka uu xidhay sarkaalka bulshadda oo sababtu tahay sabab caafimaad kasta la xidhiidha.
- Maqnaanshaha u qalmo fasaxa hoosta Domestic Violence Leave Act (Xeerka fasaxa Rabshada Guriga).

Loo shaqeyahu waxa uu oggolaan karaa inuu istcimaalo fasaxa bukaanka lacagta la bixiyo wixii ujeedooyin dheeraada ah.

## Ilaha onlaynka ah ee loo shaqeyayaasha

Fasaxa bukaanka lacagta la bixiyo iyo tababarka ilaha waxaa laga heli karaa L&I's online Employer Resource Center (Xartunta Isha Loo shaqeyaha) onlaynka ah: [www.Lni.wa.gov/SickLeave](http://www.Lni.wa.gov/SickLeave). Riix "Employer Paid Sick Leave Training" (Tababarka Loo shaqeytaya Fasaxa Bukaanka Lacagta la bixiyo) oo ku taala dhinaca midig ee bogga shabakada si aad ugu biirto tababarka ka baxaya internka Diisambar, Taariikhaha iyo wakhtiyada tababarka ka baxaya internatka:

- **Diisambar 11:** 9:30 subaxnimo., duhurka, 2:30 galabnimo. or 5:30 galabnimo.



Washington State Department of  
**Labor & Industries**

Upon request, foreign language support and formats for persons with disabilities are available. Call 1-800-547-8367. TDD users, call 360-902-5797. L&I is an equal opportunity employer.

- **Diisambar. 18:** 9:30 subaxnimo., duhurka, 2:30 galabnimo. or 5:30 galabnimo.
- **Diisambar. 21:** 9:30 subaxnimo., duhurka, 2:30 galabnimo. or 5:30 galabnimo.
- **Diisambar. 28:** 9:30 subaxnimo., duhurka, 2:30 galabnimo. or 5:30 galabnimo.

## Mid cusub u baahan L&I boodhadhka goobta shaqada

Gudaha Noofambar, loo shaqeeyayaashu waxay helaan boodhka *Xuquuqdaada Shaqaale ahaan* oo ku jira boostadda. Boodhkan waxaa ka mid ah macluumaadka ku saabsan shuruudaha cusub ee fasaxa bukaanka lacagta la bixiyo, mushaharka u yar iyo ilaalinta shaqaalaha ee ku lidka ah aargoosiga. Fadlan boosta kaga soo dir isla markaaba, meel la arki karo, la gaadhi karo oo goobtaada shaqada ah.

### Mushaharka u yar

- Mushaharka ugu yar waa \$11 saacadii 2017.
- Mushaharka ugu yar waxaa lagu dabaqaa dhammaan shaqooyinka, ay ku jirto wax beeridu.
- Shaqaalahu waa inay siyaan shaqaalaha da'da 16 iyo wixii ka wayn \$11 saacadiiba 2017.

Loo shaqeeyayaasha waxaa loo oggolyahay inay siyaan 85% mushaharka ugu yar shaqaalaha ka yar da'da 16. Sanadka 2017, qiiimahan waa \$9.35 saacadiiba.

**Fadlan ogow:** Seattle, Tacoma, iyo City of SeaTac waxay hadda leeyihiin qiiimayaal ka sareeya mushaharka ugu yar. Qiiimaha maxaliga ah waa lagu dabaqaa haddii uu ka sareeyo heerka mushaharka ugu yar gobolka.

Qorshahu iskuma beddelo shuruudaha mushaharka wakhtiga dheeraadka.

- Qorshahu waxa uu deejiyaa qiiimayaasha mushaharka ugu yar mustaqbalka.
- Mushaharka ugu yar waxa uu u kordhi doonaa sanadle saddexda sanadood ee soo socda: \$11.50 gudaha 2018, \$12 gudaha 2019, iyo \$13.50 gudaha 2020.
- Laga bilaabo Janaayo 1, 2021, korodhka mushaharka ugu yar waxaa xisaabin doonta L&I iyagoo isticmaalaya qaacido ku xidhan qiiimaha sicir bararka ( ee ku salaysan Qiyaasta Qiimaha Iisticmaalayaasha ee Mushahar Shaqaystayaasha Magaalalda iyo Shaqaalaha Xafiiseed - CPI-W: [www.bls.gov/data](http://www.bls.gov/data)).

### Khidmadaha adeega iyo tilmaamaha

Qorshahu waauu sheegaa in loo shaqeeyahu uu siinayo shaqaalahiisa:

- Dhammaan bakhshiisyada iyo kharashka wanaajinta; iyo
- Dhammaan kharashyada adeega ee lagu qeexay hoosta RCW 49.46.160, laga reebo kuwal a qodobeeyay sidii kuwa aan la siin karin shaqaale(yaal) u adeegaya macmiilka.

Bakhshiishka iyo kharashyada adeega la siiyo shaqaalaha ma buuxinayso shuruuda mushaharka ugu yar ee gobolka.

### Ka ilaalinta aangoosiga

Sharciga cusub waxa uu ka ilaaliyaa shaqaalaha aangoosiga marka lagu dhaqmayo xuquuqdooda hoosta Minimum Wage Requirements and Labor Standards Act (Shuruudaha Mushaharka ugu Yar iyo xeerka Heerarka Shaqada). Tan waxaa ka mid ah soo xaraynta cabashada mushaharka lagu qaamaysanyahay, si sharic ah u isticmaalaya fasaxa bukaanka lacagta la bixiyo ama ku dhaqanka xuquuqaha la dhowro.

### Su'aalah?

Macluumaadka dheeraadka ah, booqo [www.Lni.wa.gov/SickLeave](http://www.Lni.wa.gov/SickLeave), ama la xidhiidh Employment Standards Program (Barnaamjika Heerarka Shaqada) xaga L&I telefoon ahaan (1-866-219-7321) ama iimayl (esgeneral@Lni.wa.gov).

### Fasaxa caafimaadka lacagta la bixiyo ee qoyska

Sharci dejinta Gobolka Washington waxay ansixisay xeerka fasaxa caafimaadka lacagta la bixiyo ee qoyska gudaha 2017 kullankii sharci dejinta. Sharcigan cusub waxa uu noqon doonaa barnaamij ay maamulaan **Waaxda Amniga Shaqada ee Gobolka Washington**. Laga bilaabo 2019, barnaamiju waxaa maalgelin doonta lacagta caymiska ay bixiyaan loo shaqeeyayaasha iyo shaqaalahu. Sanadka 2020, waxay u oggolaan doontaa shaqaalaha u qalma inay codsadaan ilaa 12 todobaad oo fasax mushahar leh ah wixii ah jirada gaarka, uurka ama jirada xubnaha qoyska. Macluumaadka dheeraadka ah, booqo [www.esd.wa.gov/newsroom/paid-family-medical-leave](http://www.esd.wa.gov/newsroom/paid-family-medical-leave).